

## Leading Groups and Teams: contributing to positive school change to enhance student learning

May include: Taking a key role in leading school initiatives, working to involve parents and community, facilitating teacher work groups, and encouraging teacher collaboration

### Vignette:

After observing a rise in autism spectrum diagnosis in Eastern Kentucky, Sarah, a special education teacher, developed a program to increase working knowledge about teaching kids with autism. She collaborated with researchers at the local university to create a series of professional learning programs that provide teachers with the background knowledge and strategies necessary to teach students on the spectrum. Seeing a need for additional materials to support these best practices, Sarah secured the funds necessary to develop tool kits, work stations, and visual aides to help teachers use these strategies in their classrooms. As part of a master teacher program at an education non-profit organization in the region, she travels to schools in her area to lead training sessions using these tools and maintains a blog where she continues to gather research and to serve as a resource for the teachers she trains.



### Core Beliefs:

- Those closest to the classroom should be instrumental in designing and implementing reform strategies based on student needs.
- Collaboration builds collective knowledge and increased effectiveness.
- School-led initiatives take into account local context and needs including those of parents and community members.
- Solutions can be cultivated using the expertise of the faculty.
- Data from a variety of sources inform school improvement efforts, including student perspectives on learning.

### Dispositions:

- Honor diverse views.
- Draw inspiration from working in collaboration with others.
- Ensure straightforward and transparent communication.
- Work from a solutions orientation.
- Foster community.
- View setbacks as an opportunity for growth.
- Frame work in relation to student learning and growth.

### Knowledge and Skills:

- Model listening, synthesizing and reflecting.
- Manage diverse views and resolve conflict.
- Possess organizational and facilitation skills which consistently move groups toward progress.
- Draw on research, protocols and resources.
- Share responsibility and leadership, serving as catalyst of others' leadership.
- Build and use collaboration norms when facilitating groups.
- Engage in data-driven dialogue.
- Build community in face-to-face and virtual environments.